EEOP Short Form



Thu Mar 14 11:19:42 EDT 2013

Step 1: Introductory Information

Grant Title:

2009 Recovery Justice Assistance Grant Number:

2009-SB-B9-0612

Grant

Grantee Name:

City of Rochester

Award Amount:

\$1,500,000.00

Grantee Type:

Local Government Agency

Address:

185 Exchange Blvd Rochester, New York

14614

Contact Person:

Deborah Selke

Telephone #:

585-428-6406

Contact Address:

185 Exchange Blvd

Rochester, New York

14614

DOJ Grant Manager: Ania Dobrzanska

DOJ Telephone #:

202-353-2155

Policy Statement:

The City of Rochester remains committed to a policy of equal employment opportunity for all City employees and applicants for City employment, as established by both Federal and State law. We reaffirm our legal obligation and organizational commitment to foster an employment

environment free from discrimination and to consider all employees for placement, developmentprograms, job assignments, transfers and promotions regardless of age, race, color, creed, sex,religion, national origin, sexual orientation, physical or mental disability, marital status, military status, or domestic violence victim status. Complaints involving an allegation of discrimination shall be handled in accordance with the associated City procedure.

Step 4b: Narrative Underutilization Analysis

In keeping with the RPD's efforts to continue to honor a decades old consent decree to hire more minority Police Officers, the RPD will continue to focus its effrots to recruit additional minority Police Officers, to include minority women. The RPD will examine its recruitment process to determine ways to attract more women, both white and minority, for the posittion of Police Officer.

Step 5 & 6: Objectives and Steps

- 1. Identify barriers in recruitment and expand targeted hiring efforts for minority and majority women to become RPD Police Officers
 - a. To attract female minority recruits for RPD Police Officer positions, the RPD recruiters will confer with the administration to ensure the targeted hiring plan continues to honor a consent decree which focuses on all minority recruits, including women. To attract females recruits the RPD recruiters will also place emphasis on minority and majority female candidates for the 2014 Police Civil Service exam recruitment.

Step 7a: Internal Dissemination

Distribute a copy of the EEOP - Short Form to all employees in supervisory and managerial positions in RPD

Coordinate RPD efforts with a City wide strategy to be developed to attract and retain minority and majority females for underutilized job classifications.

Step 7b: External Dissemination

The RPD will coordinate its developing strategy to attract women with a City wide recruiting effort and will similarly participate in City wide dissemination of these statistics and plans. The EEOP Short Form will be posted to the RPD webpage.

Utilization Analysis Chart Relevant Labor Market: Monroe County, New York

				Male						4	Female			
	White	Hispanic or	Black or	American	Asian	Native	Two or	White	Hispanic or	Black or	American	Asian	Native	Two or
		Latino	African	indian or		Hawaiian	More		Latino	African	indian or		Hawaiian	More
Job Categories			American	Alaska		or Other	Races			American	Alaska		or Other	Races
				Native		Pacific					Native		Pacific	
						Islander							ioldiluoi	
Officials/Administrators														
Workforce #/%	3/75%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS#/%	27,970/55	500/1%	1,330/3%	75/0%	670/1%	0/0%	130/0%	17,865/35	475/1%	1,325/3%	30/0%	350/1%	0/0%	100/0%
Utilization #/%	20%	-1%	22%	-0%	-1%	0%	-0%	-35%	-1%	-3%	-0%	-1%	0%	-0%
Professionals														
Workforce #/%	10/45%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	9/41%	1/5%	2/9%	0/0%	0/0%	0/0%	0/0%
CLS #/%	37,010/43	960/1%	2,045/2%	95/0%	1,935/2%	0/0%	200/0%	38,235/45 %	1,135/1%	2,770/3%	55/0%	1,265/1%	0/0%	215/0%
Utilization #/%	2%	-1%	-2%	-0%	-2%	0%	-0%	-4%	3%	6%	-0%	-1%	0%	-0%
Technicians														
Workforce #/%	72/49%	1/1%	1/1%	2/1%	2/1%	0/0%	0/0%	55/37%	4/3%	9/6%	2/1%	0/0%	0/0%	0/0%
CLS#/%	4,130/38%	130/1%	290/3%	10/0%	260/2%	0/0%	45/0%	4,895/45%	170/2%	825/8%	4/0%	165/2%	0/0%	50/0%
Utilization #/%	11%	-1%	-2%	1%	-1%	0%	-0%	-7%	1%	-1%	1%	-2%	0%	-0%
Protective Services: Sworn-														
Workforce #/%	0	0/	0	0/	0	0	0/	0/	/0	0/	0/	0/	0/	0/
CLS #/%	3,605/69%	160/3%	520/10%	0/0%	50/1%	0/0%	20/0%	530/10%	45/1%	260/5%	15/0%	0/0%	0/0%	0/0%
Utilization #/%														
Protective Services: Sworn-														
Workforce #/%	493/67%	72/10%	69/9%	3/0%	13/2%	0/0%	0/0%	59/8%	10/1%	14/2%	2/0%	4/1%	0/0%	0/0%
Civilian Labor Force #/%	9,745/39%	945/4%	2,285/9%	95/0%	270/1%	%0/0	220/1%	7,430/29%	1,095/4%	2,725/11%	85/0%	195/1%	4/0%	125/0%
Utilization #/%	28%	6%	0%	0%	1%	0%	-1%	-21%	-3%	-9%	-0%	-0%	-0%	-0%
Protective Services: Non-														
SWOM														
Workforce #/%	2/18%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/45%	3/2/%	1/9%	0/0%	0/0%	0/0%	0/0%
CLS #/%	165/24%	10/1%	20/3%	0/0%	0/0%	0/0%	4/1%	410/60%	4/1%	65/10%	0/0%	4/1%	0/0%	0/0%
Utilization #/%	-6%	-1%	-3%	0%	0%	0%	-1%	-15%	27%	-0%	0%	-1%	0%	0%

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Utilization #/%	CLS #/%	Workforce #/%	Service/Maintenance	Utilization #/%	CLS #%	Workforce #/%	Skilled Craft	Utilization #/%		CLS #%	Workforce #/%	Administrative Support			9	Job Categories		
-9%	37,355/40 %	10/30%			22,035/78	0		-19%	%	25,595/28	10/8%						White	
8%	3,545/4%	4/12%			1,070/4%	0/		2%		1,100/1%	4/3%					Latino	Hispanic or	
12%	8,855/9%	7/21%			1,985/7%	0/		-0%		2,460/3%	3/2%				American	African	Black or	
-0%	215/0%	0/0%			145/1%	0/		-0%		105/0%	0/0%			Native	Alaska	indian or	American	Male
2%	1,105/1%	1/3%			235/1%	9		-1%		520/1%	0/0%			2			Asian	
-0%	35/0%	0/0%			0/0%	0/		0%		0/0%	0/0%		Islander	Pacific	or Other	Hawaiian	Native	
-1%	630/1%	0/0%			280/1%	0/		-0%		250/0%	0/0%				Races	More	Two or	
-12%	28,100/30	6/18%			1,855/7%	0/		-5%	%	52,775/57	63/52%						White	
-0%	2,890/3%	1/3%			105/0%	0/		6%		2,445/3%	10/8%					Latino	Hispanic or	
-1%	9,385/10%	3/9%			385/1%	0/		18%		6,340/7%	30/25%				American	African	Black or	
3%	150/0%	1/3%			4/0%	9		1%		195/0%	2/2%			Native	Alaska	Indian or	American	Female
-1%	1,200/1%	0/0%			130/0%	0/		-1%		850/1%	0/0%						Asian	
-0%	15/0%	0/0%			0/0%	0,		-0%		25/0%	0/0%		islander	Pacific	or Other	Hawaiian	Native	
-0%	450/0%	0/0%			30/0%	0/		-0%		330/0%	0/0%				Races	More	Two or	

Significant Underutilization Chart

Administrative Support	Protective Services: Sworn- Patrol Officers			oor Campoins	lob Categories		
~						White	
					Latino	Hispanic or Black or	
				American	African	Black or	
			Native	Alaska	Indian or	American	Male
						Asian	
		Islander	Pacific	or Other	Hawaiian	Native	
	,			Races	More	Two or	
	,					White	
	,				Latino	Hispanic or	
	5			American	African		
			Native	Alaska	indian or	American	Female
						Asian	
		Islander	Pacific	or Other	Hawaiian	Native	
				Races	More	Two or	

Law Enforcement Category Rank Chart

I understand the regulatory obligation under 28 C.F.R. § 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEOP Short Form.

I have reviewed the foregoing EEOP Short Form and certify the accuracy of the reported workforce data and our organization's employment policies.

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